Career Service Materials Received in Response to D/Pers Request

| Career Service | Date Rec'd | Selection | Training Slots | Promotion | Rotation | Other |
|---|---|---|---|---|---|---|
| E | | | | | | |
| EL | | | | | | |
| D | 13 Aug | Y | X | X | X | General |
| I | " | X | | X | X | |
| IB | " | X | | X | | |
| IC | " | X | | X | | |
| IX | " | X | | X | | |
| IP | " | X | | X | | General |
| IR | " | X | | X | | |
| ID | " | X | | X | | |
| Io | " | X | | X | | |
| IOC | " | X | | X | | |
| IOB | " | X | | X | | |
| R (OEL OSI OCS OSA) | 24 Aug | | | | | General |
| S | 20 Aug | X | X | X | X | |
| SC | 10 Aug | | | | | General |
| SF | 21 Aug | | | | | General |
| SL | 13 Aug | | X | | | General |
| SM | 7 Aug | | | X | X | General |
| SP | | | | | | |
| SS | 14 Aug | | X | X | X | |
| ST | | X | X | X | X | X |

## Survey of Career Service Practices

1. ~~Selection~~ Input
2. Promotion
3. Rotation and assignment
4. Development
5. Training standards
6. Positions
7. Agency Regulation
8. Role of the Career Service Board
9. Role of the "SP" vs Personnel Officer (or other)

Input
~~Output~~

What are sources of input?

Where do new Career Service members come from within the Agency?

What are the sources of outside recruits?

Who selects new members?

What different selection procedures are in effect?

What part does COTP play?

Promotion

Who gets promoted?

What determines who gets promoted?

Is time in grade a significant factor?

What is the basis for competitive selection?

Who approves which promotion?

What is the area of competition for promotion; How large etc.?

## Assignments

What is the process by which ~~there~~ individual assignments are determined?

Who selects for "vacancies"?

Who worries about the overall deployment of the personnel assetts of the career service?

## Development

How are developmental actions concieved and implemented?

## Training Standards

What training standards have been formulated?

Who determines individual training needs?

How are selections for training made?

## Positions

How does the Career Service make use of the position structure?

Does it consider positions to be the ~~record~~ record of current requirements?

Does it use positions to ~~shore~~ current deployment of personnel?

How does it relate position grades to promotional opportunity (collectively or individually)

Are there significantly distinct areas of functional difference in terms of personnel requirements within the service?

## Agency Regulations

Are Agency Regs. responsive to the true
needs of the Career Service?

Are they useful + helpfull?

What modifications are in order?

# Role of the Career Service Board

Who serves on the Board?

How frequently does the Board meet?

Are minutes kept?

Does the Board "advise" or "act for" in fact?

Are there sub-panels?

<u>Role of the Personnel Officer</u>

What is the Personnel Officer's Role in the Administration of the career service?